

# Arizona Teacher's Excellence Plan (AzTEP)

## Fact Sheet

AzTEP announces \$2.7 million available for FY 2005-06 to assist underserved schools in their efforts to develop a corps of highly qualified teachers. Sub-grants will be awarded with a maximum award size of \$80,000. There will be a chance for renewal for the subsequent years.

AzTEP is a three-year grant from the U.S. Department of Education Title II Teacher Quality Enhancement grant. Following the Governor's Tribal Summit on Education in March 2003, the Governor's Office collaborated with the Arizona Department of Education to develop the Arizona Teacher's Excellence Plan (AzTEP). The goal of our project is to develop a corps of highly qualified teachers to staff Arizona's underserved schools on Arizona's Indian reservations and previous Federal Enterprise Communities. Together, the Governor's Office and ADE will work to fulfill the objectives under AzTEP.

AzTEP funds are allocated towards the costs of implementing prescribed programs through partnerships with the Arizona Department of Education and the Arizona K-12 Center. Eligible applicants are public schools or school districts participating in AZLEARNs that fall within Arizona's underserved areas, recognized as Arizona's Indian reservations and previous Federal Enterprise Communities. Sub-grantee applications must include a match requirement of 50% to augment the amount of resources available to the project and to foster the dedication of state, local, and community resources to the purposes of the project. Matching funds must be met through non-federal sources or through an in-kind match of personal services, materials, equipment, and space. AzTEP's Objectives:

**Retention of New Teachers:** To address issues of high teacher turnover rates at many of these underserved schools, first and second year AzTEP teachers will be required to participate in an induction program developed by the Arizona K-12 Center-NAU. This induction program is based upon research compiled by the Arizona K-12 Center-NAU that shows approximately one-third of new teachers leave the profession within the first two years. Many attribute their departure due to isolation and reality/culture shock. In order to alleviate some of the most basic issues confronting these new teachers, the K-12 center has developed an induction program.

**Retention of Existing Teachers:** The retention of existing teachers will be addressed through several required components: the Master Teacher Program is designed to recognize exceptional teachers excellence in the classroom, in which the individual must commit three years to serve and provide mentoring services to other teachers. Additionally, the National Board Certified Teacher program is a performance-based assessment through which candidates demonstrate in-depth content knowledge and teaching practices. Participating teachers will join a Pre-Candidacy class and a cohort of teachers as they pursue National Board Certification. For more information about National Board Certification, go to [www.nbpts.org](http://www.nbpts.org).

In the Arizona Department of Education's Professional Development Leadership Academy (PDLA), participating teachers will build dynamic and innovative strategies that will be reflected in their Professional Development Plans. The teachers will develop new and enhanced leadership knowledge and skill through various training opportunities. ADE will also offer online professional development opportunities through Arizona School Services through Education Technology (ASSET). ASSET membership services include online and face-to-face professional development opportunities, a streamed video library, and access to a variety of web-based resources and lesson plans through the ASSET Education Portal. For more information on ASSET, go to [www.asset.asu.edu](http://www.asset.asu.edu).

**Recruitment of New Teachers:** To address concerns of teacher recruitment, schools have the option of recruiting aspiring teachers through the funding of their education through Teacher Quality Education scholarships.

**Improved Data Collection:** The fourth objective of AzTEP will center on improved data collection. Collected data will provide AzTEP schools, the Governor's Office, and ADE with information regarding the correlation between professional development activities, increases in the number of highly qualified teachers, and improved student achievement scores.

### Resources:

Governor's Office: <http://www.governor.state.az.us/aztep>  
Arizona Department of Education: <http://www.ade.az.gov/gme>  
Arizona K-12 Center: <http://azk12.nau.edu>  
Federal Enterprise Communities: <http://www.ezec.gov>

### The Office of Governor Janet Napolitano

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### UPCOMING DATES

#### February 2, 2005

RFP Release Date

Available at:

<http://www.ade.az.gov/gme>  
Click on *On-Line applications*  
Click on *2005 AzTEP*

#### February 23, 2005

10 AM

*Pre-Application Conference*  
Executive Tower  
1700 W. Washington St.  
2nd Floor Conference Room  
Phoenix, Arizona 85007

#### March 4, 2005

10 AM

*Pre-Application Conference*  
Institute for Native Americans  
NAU Blome Building  
Pattee Conference Room  
Corner of Knowles Dr./Dupont Ave.  
Flagstaff, Arizona  
For directions contact:  
Kathleen Frank  
928-523-6229 (office)

#### March 18, 2005

4 PM

Application Due  
Send to Amanda Wright at:  
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